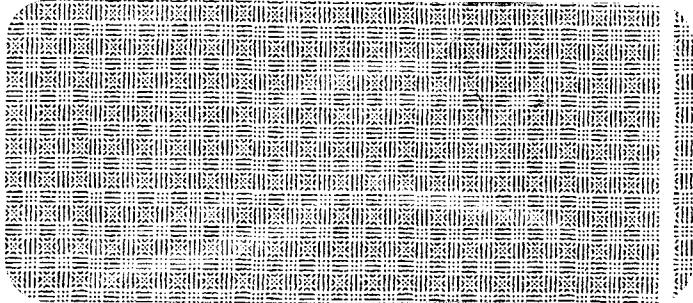


# EXHIBIT F

Compliance Department  
6111 Oak Tree Boulevard  
Suite 400  
Independence, OH 44131

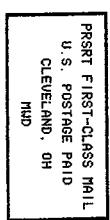


296 293 29320 **AD-566**



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29320



**DEANNA MOORE**  
230 LIGON ST, PO BOX 525  
ARCADIA, SC 29320

January 25, 2017

**DEANNA MOORE**  
**230 LIGON ST, PO BOX 525**  
**ARCADIA, SC 29320**

Dear DEANNA MOORE:

In connection with your application for employment (including promotion, retention, volunteer or independent contractor assignments as applicable), you authorized ADIDAS GROUP to obtain a Consumer Report, Credit Report and/or Investigative Consumer Report. ADIDAS GROUP contracted with Sterling Talent Solutions, whose contact information is provided below, to furnish the Report.

This letter is to inform you that you may be denied the position you are seeking with ADIDAS GROUP based in whole or in part on information contained in the Report.

Please notify Sterling Talent Solutions immediately if you wish to dispute the accuracy or completeness of the information in the Report.

Sterling Talent Solutions  
[dispute@talentwise.com](mailto:dispute@talentwise.com)  
Ph: 877.982.9888  
Fax: 425.974.2206  
PO Box 1048, Bothell, WA 98041-1048  
[www.SterlingTalentSolutions.com](http://www.SterlingTalentSolutions.com)

If you have contacted Sterling Talent Solutions to dispute the Report's accuracy, or wish to inform us of any compensating factors, including evidence of good conduct and rehabilitation, that will assist us in making our final decision, please submit such information to ADIDAS GROUP without delay.

In accordance with the Fair Credit Reporting Act (FCRA), enclosed please find a copy of the Report, a copy of your rights under the FCRA, and related state notices.

Sincerely,  
ADIDAS GROUP



**Sterling Talent Solutions**  
 P.O. Box 1048 | Bothell, WA 98041-1048  
 1.866.338.6739 | customersupport@talentwise.com

**California Applicants/Employees Only:** The report does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it is accurately copied from public records, and information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of the report. An investigative consumer reporting agency shall provide a consumer seeking to obtain a copy of a report or making a request to review a file, a written notice in simple, plain English and Spanish setting forth the terms and conditions of his or her right to receive all disclosures, as provided in Section 1786.26.

**Sólo para los Solicitantes/Empleados de California:** En el informe no se garantiza la exactitud o veracidad de la información en cuanto al tema de la investigación, sino sólo que se ha copiado exactamente de los registros públicos, y la información generada como resultado del robo de identidad, incluyendo las pruebas de una actividad delictiva, podría estar incorrectamente asociada con el consumidor que sea el sujeto del informe. Una agencia investigadora de informes de crédito deberá suministrarle a un consumidor que trate de obtener una copia de un informe o solicite revisar un archivo una notificación por escrito en inglés y español lisos y llanos, en la que se establezcan los términos y las condiciones de su derecho a recibir toda la información, como se dispone en la Sección 1786.26.

#### Applicant Report: Deanna Carol Moore

Requested by	Alexa Hone adidas Group (864) 587-3470	Report Status	Adverse Action Process: Initiated
Package Title	Distribution Management	Request Submitted	Jan 17, 2017 11:45 am
		Report Completed	Jan 20, 2017 6:06 am
		Completion Time	2 business days, 18 hours
Applicant ID	100105458	Address	230 LIGON ST, PO BOX 525 Arcadia, SC 29320
Applicant Name	Deanna Carol Moore	Location of Employment	Spartanburg, SC
Social Security Number	xxx-xx-0196	Billing Code	Adidas America/Spartenburg
Date of Birth	11/7/xxxx	Reference Code	Spratanburg

Applicant Report Contents		Complete	Status
1	Client Criteria Scoring	✓	Review
2	Pre-Adverse Action Notification		Queued for Printing

3	Adverse Action Notification	Waiting on Pre-Adverse
4	SSN Trace	✓ Complete
5	Criminal County Search (7-Year Address History) Jurisdiction: Spartanburg County, South Carolina	✓ Clear
6	Multi-State Instant Criminal Check	✓ Complete
7	Nationwide Sex Offender Registry Check	✓ Clear
8	Credit Report	✓ Review Below

### 1 Client Criteria Scoring

#### Review

Scoring is performed at the request of the client using the client's provided criteria. All eligibility decisions rest in the client's sole discretion.

### 2 Pre-Adverse Action Notification

Adverse Action process initiated on 2017-01-25.

Pre-adverse notification will be mailed to the candidate, at the address above, within one business day.

### 3 Adverse Action Notification

Adverse Action process initiated on 2017-01-25.

Adverse notification will be mailed approximately six business days following pre-adverse notification.

### 4 SSN Trace

The SSN Trace compares the provided Social Security Number to credit header and public records data. This trace may locate possible alternative names or addresses associated with the SSN for the purpose of performing additional searches. The SSN trace is not conducted through the Social Security Administration and should not be used as the basis for any employment decision or confirmation of identity.

**SSN** xxx-xx-0196

**Primary Name Searched** DEANNA MOORE

✓ **Complete:** Full name matches SSN.

**Possible Alternative Names** No possible alternative names were found for this candidate.

### 5 Criminal County Search (7-Year Address History) Jurisdiction: Spartanburg County, South Carolina

**Search Type** FELONY AND MISDEMEANOR

**Jurisdiction Searched** SPARTANBURG COUNTY, SC

**Result** Clear

*Deanna*  
Credit 800 731-6417**6 Multi-State Instant Criminal Check**

Any reportable findings, as verified from state or local court records, will be found in this report under the appropriate jurisdiction.

**Result** Complete**7 Nationwide Sex Offender Registry Check****Search Description** Nationwide search against sex offender registries from 49 states, the District of Columbia and U.S. territories. This search excludes Nevada where use of the registry for employment purposes is prohibited by state law.**Result** Clear**8 Credit Report**

PAGE 1 DATE 1-17-2017 TIME 13:46:06 V201 TSC1

DEANNA C MOORE  
PO BOX 525  
ARCADIA SC 293200525  
RPTD: 8-01 TO 3-16 U 9X  
LAST SUB: 1500878

SS: \*\*\*

E: SAIA MOTOR FREIGHT  
RPTD: 8-99 TO 5-00 I*Mailng address*

\*230 LIGON ST  
ARCADIA SC 29320  
RPTD: 9-02 TO 2-14 U 2X

\*3107 N BLACKSTOCK RD  
SPARTANBURG SC 293015569  
RPTD: 12-97 TO 12-01 U

\*MOORE DEANNA, DEENA MOORE

----- PROFILE SUMMARY -----

**REDACTED**

**REDACTED**

# REDACTED

— END OF REPORT —

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*Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.*

## **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identity theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:**

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates	a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552
b. Such affiliates that are not banks, savings associations, or credit unions also should list,	b. Federal Trade Commission: Consumer Response Center – FCRA

in addition to the CFPB:	Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above:	<p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to the Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8 <sup>th</sup> Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, N.E.

	Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates <u>or</u> Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 (877) 382-4357